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COUNTY OF LOS ANGELES HATLOF JUSTICE



JIM McDonnell, Sheriff

July 13, 2017

Date of Department Hire 05/21/2007

Deputy Andrew De Bondt, #

Dear Deputy De Bondt:

On May 25, 2017, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB IV2408937. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on July 13, 2017.

An investigation under File Number IAB IV2408927, conducted by Pico Rivera Station, coupled with your own statements, has established the following:

1. That in violation of the Manual of Policy and Procedures Sections 3-01/030.05, General Behavior, and/or 3-01/030.75, Bribes, Rewards, Loans, Gifts, Favors; and/or 3-01/030.10, Obedience to Laws, Regulations and Orders, (pertaining to 23152(a) CVC; Driving a Vehicle While Under the Influence of Alcohol; and/or 23152(b) CVC; Driving with a Blood Alcohol Concentration of .08% or Greater, and/or 20002(a) CVC; Hit and Run Traffic Collision, Misdemeanor), on or about July 22, 2016, while off-duty, you violated

211 West Temple Street, Los Angeles, California 90012

A Tradition of Service

state law when you drove your personal vehicle while under the influence of alcohol causing a traffic collision. Furthermore, you left the scene of the traffic collision resulting in your arrest. You brought discredit and/or embarrassment to yourself and the Los Angeles County Sheriff's Department as evidenced by, but not limited to:

- a. backing your personal vehicle into an unoccupied parked vehicle and/or failing to attempt to contact the registered owner, and/or local law enforcement after being made aware of the collision; and/or,
- driving your personal vehicle under the influence of alcohol; and/or,
- c. observed by the Downey Police Department to have been operating your vehicle at a high rate of speed, without use of your vehicle's headlights as you fled the scene of the traffic collision; and/or,
- d. displaying the objective signs of intoxication, and/or emitting the odor of an alcoholic beverage from your breath when you were contacted by the Downey Police Department personnel; and/or,
- e. performing poorly on field sobriety tests; and/or,
- f. providing breath samples that registered and/or recorded .16 percent on a Preliminary Alcohol Screening device (PAS); and/or,
- g. providing a blood sample which revealed a .17 percent blood alcohol concentration (BAC); and/or,
- h. on numerous occasions requesting a favor by displaying your Sheriff's Department identification, and/or stating just take a traffic report, and/or words to that effect, and/or stating I'm a cop just like you guys, and/or words to that effect; and/or,
- being arrested for violation of California Vehicle Code section 23152(a); Driving a Vehicle While Under the Influence of Alcohol, and/or 23152(b) CVC; Driving with a Blood Alcohol Concentration of

- .08% or Greater, and/or 20002(a) CVC; Hit and Run Traffic Collision, Misdemeanor; and/or,
- j. pleading Nolo Contendre to one (1) misdeanor count of having violated Californina Vehicle Code section 23152(b); Driving with a Blood Alcohol Concentration of .08% or Greater; and/or,
- k. admitted to having violated California Vehicle Code section 23578; Excessive Blood Alcohol Level of .15% or Greater; and/or,
- 1. being placed on summary probation for three (3) years, and/or ordered to pay fines, and/or attend alcohol related classes, and/or, serve time in the county jail for one (1) day.
- 2. That in violation of the Manual of Policy and Procedures Section 3-01/040.70, Dishonesty/False Statements, on or about July 22, 2016, while off-duty and intoxicated you made false and/or misleading statements to Downey Police officers as evidenced by but not limited to:
 - a. Providing false statements regarding the traffic collision you were involved in; and/or,
 - Stating that you were not intoxicated and/or did not drink any alcohol, and/or words to that effect; and/or,
 - c. Stating to have worked the evening before the incident.
- 3. That in violation of the Manual of Policy and Procedures Section 3-01/025.45; Safety of Firearms, on or about July 22, 2016, while off-duty and intoxicated with a blood alcohol content of .17 percent, you had access and immediate possession of your off-duty firearm. During this incident you were driving while under the influence of alcohol and were unable to exercise reasonable care and/or control of your firearm.

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 500 W. Temple Street, Room 522, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JIM McDONNELL, SHERIFF

BUDDY GOLDMAN, CHIEF SOUTH PATROL DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

BG:KM:JSW:pc

ce: Advocacy Unit

Buddy Goldman, Chief, South Patrol Division

Patrick J. Valdez, Captain, Pico Rivera Station

Internal Affairs Bureau

Kimberly L. Unland, Captain, Personnel Administration Bureau

SHERIFF'S DEPARTMENT

"A Tradition of Service Since 1850"

DATE: May 23, 2017

FILE NO.: IV 2408937

DISPOSITION SHEET

FROM:

BUDDY GOLDMAN, CHIEF

SOUTH PATROL DIVISION

TO:

JOHN M. ROBERTS, CAPTAIN

INTERNAL AFFAIRS BUREAU

SUBJECT:

ANDREW DEBONDT, #

DEPUTY SHERIFF

PICO RIVERA STATION SOUTH PATROL DIVISION

Upon consideration of the facts developed in this investigation, I have determined that Subject Andrew DeBondt will be **discharged** from his position of Deputy Sheriff for the reasons set forth in the attached documentation. This decision may be reconsidered based on the employee's response.

BUDDY GOLDMAN, CHIEF

05-23-17

Date

CASE REVIEWED BY:

EDDIE RIVERO, ASSISTANT SHERIFF

05.23.17

Date

BOBBY D. DENHAM, ASSISTANT SHERIFF

Date

5-23-17

Date

JIM MEDONNELL, SHERIFF

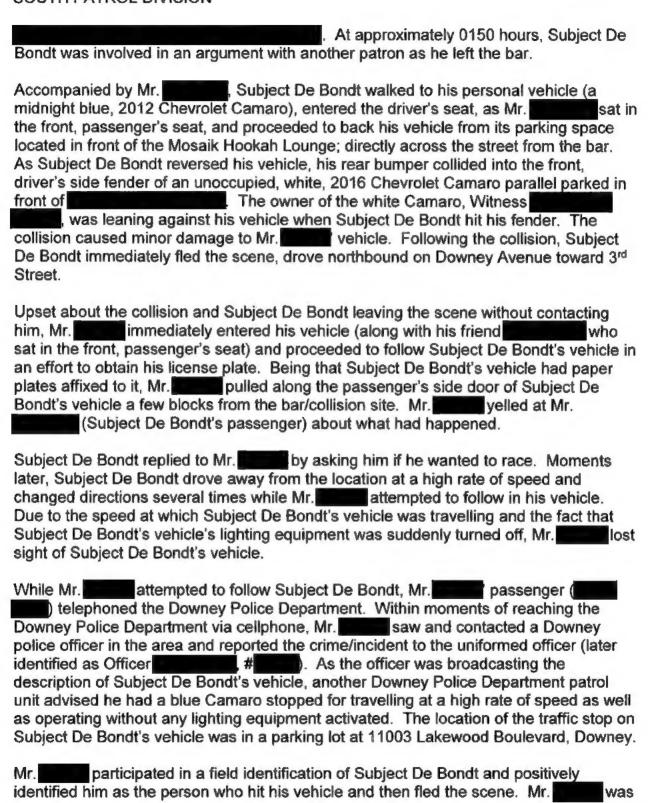
The evidence in this investigation supports the following charges:

- 1. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior, and/or 3-01/030.75, Bribes, Rewards, Loans, Gifts, Favors; and/or 3-01/030.10, Obedience to Laws, Regulations and Orders, (pertaining to 23152(a) CVC; Driving a Vehicle While Under the Influence of Alcohol; and/or 23152(b) CVC; Driving with a Blood Alcohol Concentration of .08% or Greater, and/or 20002(a) CVC; Hit and Run Traffic Collision, Misdemeanor), on or about July 22, 2016, while off-duty, Subject Andrew De Bondt violated state law when he drove his personal vehicle while under the influence of alcohol causing a traffic collision. Furthermore, Subject DeBondt left the scene of the traffic collision resulting in his arrest. Subject DeBondt brought discredit and/or embarrassment to himself and the Los Angeles County Sheriff's Department as evidenced by, but not limited to:
 - backing his personal vehicle into an unoccupied parked vehicle and/or failing to attempt to contact the registered owner, and/or local law enforcement after being made aware of the collision; and/or,
 - b. driving his personal vehicle under the influence of alcohol; and/or,
 - observed by the Downey Police Department to have been operating his vehicle at a high rate of speed, without use of his vehicle's headlights as he fled the scene of the traffic collision; and/or,
 - displaying the objective signs of intoxication, and/or emitting the odor of an alcoholic beverage from his breath when he was contacted by the Downey Police Department personnel; and/or,
 - e. performing poorly on field sobriety tests; and/or,
 - f. providing breath samples that registered and/or recorded .16 percent on a Preliminary Alcohol Screening device (PAS); and/or,
 - g. providing a blood sample which revealed a .17 percent blood alcohol concentration (BAC); and/or,
 - h. on numerous occasions requesting a favor by displaying his Sheriff's
 Department identification, and/or stating just take a traffic report, and/or words
 to that effect, and/or stating I'm a cop just like you guys, and/or words to that
 effect; and/or,

- being arrested for for violation of California Vehicle Code section 23152(a);
 Driving a Vehicle While Under the Influence of Alcohol, and/or 23152(b) CVC;
 Driving with a Blood Alcohol Concentration of .08% or Greater, and/or 20002(a) CVC; Hit and Run Traffic Collision, Misdemeanor; and/or,
- j. pleading Nolo Contendre to one (1) misdeanor count of having violated Californina Vehicle Code section 23152(b); Driving with a Blood Alcohol Concentration of .08% or Greater; and/or,
- k. admitted to having violated California Vehicle Code section 23578; Excessive Blood Alcohol Level of .15% or Greater; and/or,
- being placed on summary probation for three (3) years, and/or ordered to pay fines, and/or attend alcohol related classes, and/or, serve time in the county jail for one (1) day.
- That in violation of Manual of Policy and Procedures Section 3-01/040.70,
 Dishonesty/False Statements, on or about July 22, 2016, Subject De Bondt, while
 off-duty and intoxicated made false and/or misleading statements to Downey Police
 officers as evidenced by but not limited to:
 - a. Providing false statements regarding the traffic collision he was involved in; and/or,
 - Stating that he was not intoxicated and/or did not drink any alcohol, and/or words to that effect; and/or,
 - c. Stating to have worked the evening before the incident.
- 3. That in violation of Manual of Policy and Procedures Section 3-01/025.45; Safety of Firearms, on or about July 22, 2016, Subject De Bondt, while off-duty and intoxicated with a blood alcohol content of .17 percent, had access and immediate possession of his off-duty firearm. During this incident Subject De Bondt was driving while under the influence of alcohol and was unable to exercise reasonable care and/or control of his firearm.

Summary

In the early	morning hours of July 22, 2016,	Subject Andrew	De Bondt was off-duty with
a friend (, drinking alcohol		located at



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non-desirous of prosecution for the Hit and Run accident and left a short time later once a collision report was initiated by personnel from the Downey Police Department.

During the traffic investigation, Officer observed indications that Subject De Bondt had been drinking and that he was possibly intoxicated. Officer administered administered Field Sobriety Tests (FSTs) to Subject De Bondt as part of her investigation. Subject De Bondt was said to be cooperative during the investigation and agreed to perform a Preliminary Alcohol Screening (PAS) device test as part of the process. Two (2) PAS test results indicated a readiong of a .16 percent and .17 percent blood alcohol content (BAC) from Subject De Bondt.

Based upon his poor performance during the FSTs, coupled with the results obtained from the PAS tests, Subject De Bondt was arrested by Officer for Driving Under the Influence of Alcohol, 23152(a) and(b) CVC. In addition, Subject De Bondt's

behavior and demeanor during the investigation was captured on Officer so body worn camera.

The footage showed Subject De Bondt repeatedly telling his version of events as related to the accident, as well as repeated statements to Officer that he was cooperating and could get in a great deal of trouble if she stated otherwise in her report. Subject De Bondt chose to provide a blood sample as part of this investigation, the laboratory results of that test showed his Blood Alcohol Content (BAC) to be .17 percent.

Officer also recovered Subject De Bondt's off duty firearm (Smith and Wesson revolver) from the interior compartment of his vehicle after his arrest. His firearm was unsecured at the time of his arrest and readily accessible to Subject De Bondt.

Review of Applicable "Guidelines for Discipline" Section

The Department's Guidelines for Discipline lists the following analogous misconduct with associated disciplinary penalties:

3-01/030.05, General Behavior Written Reprimand to Discharge

3-01/030.10, Obedience to Laws, Regulations Written Reprimand to Discharge and Orders:

- CVC 23152(b); Driving Under the Influence of Alcohol or Drugs
- CVC 20002(a); Hit and Run Traffic Collision, Misdemeanor

3-01/025.45, Safety of Firearms

15 Days to Discharge

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3-01/030.75, Bribes, Rewards, Loans, Gifts, Favors 1 Days to Discharge

Assessment of Mitigating and Aggravating Factors

Severity of Infraction

Driving under the influence is a serious violation. In this case, Subject De Bondt drove his vehicle while intoxicated and collided into an unoccupied vehicle. When the citizen/victim of the hit and run attempted to alert Subject De Bondt as to his actions, Subject De Bondt fled the scene and made several evasive driving maneuvers in order to protect his identity. Subject De Bondt's actions posed a significant risk of injury to himself, his passenger, and the public in the area

Deputy De Bondt was intoxicated with a blood alcohol content over .08 percent and had access and immediate possession of his off duty firearm while driving under the influence. His inability to exercise reasonable control of his firearm is a very serious offense which could have endangered the himself and/or the public. His lack of clear mind, rational, response and reflex, could have had dire results to the public in the area.

Aggravating Factor(s)

Subject De Bondt failed to provide truthful information to Downey Police Officer during her field investigation concerning his drinking and driving. When specifically asked, Subject De Bondt told Officer that he had not drank any alcohol prior to being detained. In addition, according to Officer Subject De Bondt attempted to stall her investigation and her Field Sobriety Tests by making repeated false statements as to how the traffic collision took place.

Although Subject De Bondt's memory from that night's incident is unclear, especially as related to his driving after leaving the bar, witness and police reports confirm that he made several evasive maneuvers with his vehicle once he was alerted to the fact he had been involved in a traffic collision. These driving maneuvers endangered his own life, his passenger's life, and placed the general public at risk of being harmed. In addition, the victim of Subject De Bondt's hit and run was left with little choice but to attempt to follow Subject De Bondt's vehicle due to Subject De Bondt's vehicle not having license plates affixed to it.

During this administrative investigation, Subject De Bondt admitted that he made it a practice of failing to comply with the law as related to affixing license plates to his vehicle. In this case, had Subject De Bondt properly affixed his plates to his vehicle, the, "chase" between the two vehicles (including the extremely dangerous driving) might have been avoided. It should be noted that Subject De Bondt did take immediate corrective action following this incident and did affix license plates to his vehicle.

ANDREW DEBONDT
DEPUTY SHERIFF
PICO RIVERA STATION
SOUTH PATROL DIVISION

Mitigating Circumstances

Prior to Subject De Bondt's administrative interview, he had completed all of his court required actions following his sentencing in court for his Driving Under the Influence conviction (with the exception of some fines.) Additionally, he provided this investigator with a list of actions he involved himself in following his arrest as a means of improving himself. This list is entitled, "What I've done since my incident" and is included within the miscellaneous documents section of this investigation. Subject De Bondt stated he apologized to the involved Downey Police Department's officers and was committed to trying to repair all of the relationships compromised as a result of his actions.

Intent, Truthfulness and Acceptance of Responsibility

Subject De Bondt was not truthful and forthright with Downey police officers, and failed to accepted full responsibility for his decisions. Although intoxicated, Subject De Bondt was clearly coherent when attempting to mislead Downey Police.

During the Interant Affairs investigation Subject De Bondt admitted that his memory was unclear about certain details from that morning given his level of intoxication. Subject DeBondt did not dispute the facts contained within the police reports.

Degree of Culpability

Subject De Bondt is solely responsible for his actions.

Past Performance/Disciplinary History

Subject DeBondt has been employeed with the Sheriff's Department since May 21, 2007.

A review of Subject DeBondt's Performance Recording and Monitoring System Profile Report indicated Subect DeBondt received a

Subject DeBondt's last three (3) Performance Evaluation ratings are as follows:

-8-

IV 2408937

Disposition

Based upon the foregoing assessment of mitigating and aggravating factors, the following is the level of discipline to be assessed, subject to revision upon receiving Subject DeBondt's response or grievance:

<u>X</u>	_ Discharge
	Reduction in Rank
	Suspension with loss of pay and benefits for days
	Written Reprimand
	No discipline recommended

INTERNAL AFFAIRS BUREAU INVESTIGATIVE SUMMARY IAB CASE # IV 2408937

SUBJECT: Andrew De Bondt, Deputy #

LOCATION: 11003 Lakewood Boulevard, Downey CA

DATE OF INCIDENT: July 22, 2016

DATE OF DEPARTMENT KNOWLEDGE: July 22, 2016

COMPLETION OF CRIMINAL MONITOR: November 30, 2016

INVESTIGATOR ASSIGNED CASE: February 6, 2017

SUMMARY

At approximately 0155 hours on the morning of July 22, 2016, Subject De Bondt left located in the City of Downey, entered his personal vehicle. backed his vehicle from its parked position and collided into an unoccupied, parked vehicle. Subject De Bondt left the accident scene and made no attempt to locate the unoccupied vehicle's owner. Witnessing the collision, the owner of the parked vehicle immediately followed Subject De Bondt's car from the scene of the collision. A short distance from the collision site, Mr. alerted Subject De Bondt and his passenger about the accident. Moments later, Subject De Bondt sped away and made many evasive driving maneuvers trying to avoid further contact by Mr. and his passenger attempted to follow (in car) Subject De Bondt's car while they telephoned the police. The Downey Police Department located Subject De Bondt's vehicle travelling at a high rate of speed and without any lighting equipment activated. Subject De Bondt failed Field Sobriety Tests (FSTs), registered a .17% blood alcohol content on a Preliminary Alcohol Screening (PAS) device, and was subsequently arrested for Driving While Under the Influence of Alcohol (DUI), 23152(a)(b) CVC. The Downey Police Department contacted the Pico Rivera Sheriff's Station and alerted the on-duty watch commander as to Subject De Bondt's arrest. Subject De Bondt was found guilty of DUI and sentenced on November 30, 2016. Following his sentencing, an administrative investigation was initiated.

POLICY SECTIONS

Obedience to Laws, Regulations and Orders

MPP Section 3-01/030.10

General Behavior

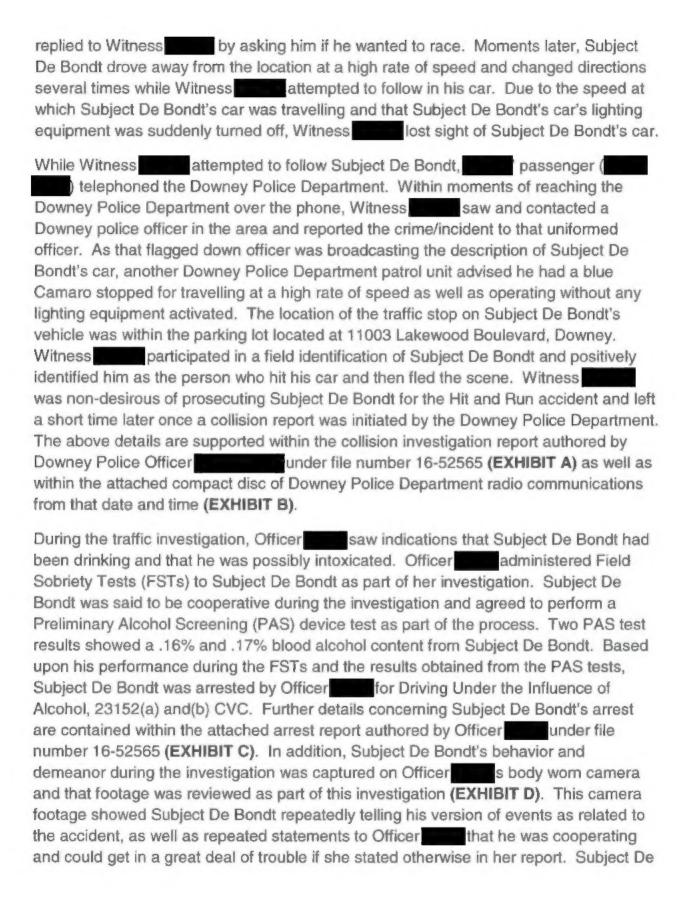
MPP Section 3-01/030.05

Safety of Firearms

MPP Section 3-01/025.45

INVESTIGATION DETAILS

In the early morning ho	urs of July 22, 2016, Sub	bject Andrew De Bondt wa	s off-duty with
a friend (drinking alcohol insi	de	ocated at
	. At	t approximately 0150 hours	s, Subject De
Bondt was involved in a	an argument with anothe	er patron as he left the bar.	
car (a midnight blue, 20 the front, passenger's s located in front of the M As Subject De Bondt redriver's side fender of a front of Camaro. The owner of against his car when Su	112 Chevrolet Camaro), of seat), and proceeded to be losaik Hookah Lounge (deversed his vehicle, his rean unoccupied, white, 20 the white Camaro, Withous bject De Bondt hit his feather white Camaro, which is the white Camaro, white Camaro, white Camaro, which is the white Camaro, white Camar	bject De Bondt walked to hentered the driver's seat (back his car from its parkindirectly across the street free ar bumper collided into the 16 Chevrolet Camaro parallused minor damage to the less was ender. Following the collisionney Avenue toward 3rd Street	sat in g space om the bar). e front, allel parked in white s leaning ion, Subject
February 16, 20 which capture the obtained. Ms.	The bar's 17, at 1645 hours. She do the bar's front patio/walkw explained the vid 0 days due to their hard	reillance cameras were identification, was conchecked the bar's camera stray), however, no footage of deo system only retained for drives' capacities. No other	contacted on system (2 of could be cotage for
without contacting him, who sat in the passenge effort to obtain his licentaffixed on it, Witness Bondt's car a few block	immediately entered his er's seat) and proceeded se plate. Being that Sub pulled along the past from the bar/collision s	ubject De Bondt leaving the car (along with his friend do to follow Subject De Bondoject De Bond	dt's car in an aper plates oject De at Mr.



Bondt chose to provide a blood sample as part of this investigation, the laboratory results of that test showed his Blood Alcohol Content (BAC) to be .17% (EXHIBIT E).

Subject De Bondt was armed with his off duty revolver at the time of his arrest, which was recovered from the interior compartment of his vehicle by Officer The firearm was not secured.